



National Council of HUD Locals – Council 222

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO,
WE ARE COMPRISED OF HUD LOCALS THROUGHOUT THE U.S.

<http://www.afgecouncil222.com>

April 6, 2022

Flexiplace, Amended Telework and Amended Space Management Supplements

As President of the HUD Council 222 of AFGE, I am happy to share the Agreements we have reached related to Flexiplace, which includes remote work and expanded telework flexibilities. Although the Principal signatures are on these documents, we will have signatures done by early next week.

But these Supplements are now in effect.

Attached are the principal signed supplements on Implementation of HUD's Flexiplace Policy, Amendments to Article 18, Telework, and Amendments to Article 57, Space Management. While our three new supplements may not be perfect, contracts can never be perfect from the perspective of one side because they represent compromise.

We have, however, achieved some of **our most important goals regarding telework and remote work:**

- **Adoption of remote work after the end of maximum telework.** Remote work is any agreement under which the employee does not have to report to a HUD office at least twice a pay period. We agreed that HUD will modify telework agreement forms to include remote work as an option.
- **Expanded telework.** Employees on standard (five days per week) schedules may now telework up to four days a week and employees on compressed schedules may telework up to three days per week during their compressed weeks.
- **Retained no sign-in/-out.** We protected employees by ensuring that you would not be subject to any sign-in or sign-out procedures or digital monitoring of your duty hours. You are also not required to show your status in Microsoft Teams.
- **Protected employee privacy.** For employees who use personal telephones when working from home, we included provisions to ensure that you do not have to share your personal phone numbers with HUD clients or the public, your managers may not share your personal phone numbers, and you are permitted to block your phone number from showing up in Caller ID on your outgoing work calls.

- **Protected your personal time.** We included restrictions on managers contacting you outside of your duty hours.
- **Increased schedule flexibilities for work-from-home days.** Management accepts that personal matters may occasionally briefly interrupt your work. For those times when an interruption requires you to take more than a brief break from work, you may—with notification to your supervisor—extend your workday by the amount of personal time needed.
- **Clarified the ability to use situational telework.** Our new supplement specifically states that an employee with a regular telework agreement may use situational telework without needing a new or separate telework agreement.

The Union also reached agreement with HUD regarding the **future implementation of space sharing policies.**

Please look over the Supplements carefully. Remember, if there is anything in HUD's Flexiplace policy that conflicts with these Supplements—or if your supervisor tells you anything that contradicts them—our Supplements and our collective bargaining agreement prevail.

Thank you for your patience as we negotiated these Supplements. When all signatures are completed, they will be sent to the Bargaining Unit Employees.

Sincerely,
Salvatore T. Viola
President
American Federation of Government Employees
National Council of HUD Locals

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